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ABSTRACT

This report presents data on the racial and ethnic diversity of faculty in the Oregon State System of Higher Education (OSSHE) as of October 1996. Comparative data for U.S. institutions in general are for 1992 and are from the National Center for Education Statistics. Highlights include: (1) African Americans make up 0.9 percent of OSSHE faculty overall compared to a nationwide percentage of 2.7 at public research universities, 3.1 at public doctoral universities, and 9.1 at comprehensive institutions; (2) at nearly all OSSHE institutions, the proportion of minority group full-time faculty has increased, averaging 5.5 percent in 1990-91 to 8.8 percent in 1996-97; (3) at most OSSHE institutions, the largest proportion of minority group tenure-track faculty is at the assistant professor rank; and (4) the largest percent of minority group faculty overall is in the high market-discipline groups (computer science, business, law, veterinary medicine, and engineering). Specific tables provide data on: distribution of full-time faculty by ethnic group: OSSHE compared to U.S. public institutions; minority group full-time faculty, 1996-97 compared to 1990-91 and 1995-96; minority group full-time faculty by rank, 1996-97: percent of all faculty in each rank; minority faculty percent of total by rank; minority group full-time faculty by discipline, 1996-97: percent of all full-time faculty in each discipline; and minority faculty percent of total by discipline. Two appendices provide additional detail on full-time faculty by ethnicity, rank, and discipline. (DB)

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ED 419 455

Oregon
STATE SYSTEM OF HIGHER EDUCATION

Faculty Racial/Ethnic Diversity in the Oregon State System of Higher Education

A Report Prepared for the Oregon State Board of Higher Education

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Oregon State System of Higher Education
Institutional Research Services
September 1997

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Faculty Racial/Ethnic Diversity in the Oregon State System of Higher Education

Introduction

Each year, staff of the Oregon State System of Higher Education provide to the Oregon Board of Higher Education analyses of student and faculty racial/ethnic diversity. This report on faculty diversity follows the report on student diversity which was presented to the Board in June 1997. This report contains data for each OSSHE institution on the ethnic distribution of full-time instructional faculty in 1996-97, and compares the data to historical distributions in OSSHE and to the ethnic distribution of full-time faculty in the U.S. as a whole. Further analysis by rank and discipline is provided, with more detailed data included in the appendices.

Data on 1996-97 OSSHE faculty are drawn from the October 31, 1996 payroll file. Comparison data on other U.S. institutions are from the National Center for Education Statistics and reflect fall 1992 faculty data (the latest available).

The analysis was prepared by the OSSHE Office of Institutional Research Services.

OSSHE Data Compared to National Data

OSSHE's distribution of faculty by racial/ethnic group is consistent with the distribution in public universities in the U.S. overall, with the exception of African American faculty (Table 1).

- Asian/Pacific Islanders constitute 5.1% of full-time faculty in OSSHE, compared to 6.9% in U.S. research universities, 6.1% in doctoral universities, and 5.1% in comprehensive universities.

- Hispanic/Latino faculty make up 2.3% of OSSHE full-time faculty, compared to 2.2% in U.S. research universities, 2.5% in doctoral universities, and 2.6% in comprehensive universities.

- American Indian/Alaska Native faculty make up 0.5% of OSSHE full-time faculty, compared to 0.2% in U.S. research universities, 0.8% in doctoral universities, and 0.5% in comprehensive universities.

- African Americans make up 0.9% of OSSHE faculty overall (ranging from 0% at Eastern Oregon University, Oregon Institute of Technology, and Southern Oregon University, up to 1.8% at Portland State University). Nationwide, African Americans comprise 2.7% of faculty at public research universities, 3.1% at public doctoral universities, and 9.1% at comprehensive institutions.

In addition, OSSHE data reflect the proportion of faculty who declined to provide their ethnicity or for whom ethnicity was not identified; the national data do not include these categories. In OSSHE overall, the proportion in the "decline/unknown" category is 3.5%; at Portland State University, the "decline/unknown" category is 15.8% of the total.

Historical Comparisons within OSSHE

At nearly all OSSHE institutions, the proportion of minority group full-time faculty has increased significantly since 1990-91 (Table 2). Overall, minority group faculty were 5.5% of all full-time faculty in 1990-91 but had grown to 8.8% by 1996-97, a 51.4% increase. In headcount figures, this represents an increase of 71 full-time faculty systemwide — from 138 in 1990-91 to 209 in 1996-97. Both Oregon State University and University of Oregon increased by 25 full-time minority group faculty, Portland State University increased by 12, and Southern Oregon University increased by 10 (more than double the number Southern had in 1990-91). Eastern Oregon University's number remained unchanged, and Oregon Institute of Technology lost four minority group faculty.

Analysis by Faculty Rank

At most OSSHE institutions, the largest proportions of minority group tenure-track faculty are at the assistant professor rank, with the smallest proportions at the full professor rank (Table 3 and Figure 1). Overall, the proportion of minority group faculty is 14.6% at the assistant professor rank, 8.8% at the associate professor rank, and 5.1% at the professor rank. This is consistent with a pattern of increasing minority group hires at the entry level of the faculty ranks. Over time, this distribution should lead to significant increases at the associate and full professor ranks.

Detailed data by institution, ethnic group, and rank are included in Appendix 1.

Analysis by Academic Discipline

As shown in Table 4 and Figure 2, the largest percentage of minority group faculty overall is in the high market discipline group (11.7%). These disciplines include computer science, business, law, engineering and veterinary medicine. Relatively large percentages are also found in Humanities/Fine Arts (11.6%), Home Economics at Oregon State University (11.1%), and Social Sciences (9%).

Detailed data by institution, ethnic group, and discipline are included in Appendix 2.

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Table 1

Distribution of Full-Time Instructional Faculty by Ethnic Group: OSSHE Compared to U.S. Public Institutions (Percent)

	African American	Amer Ind/ Alaska Nat	Asian/ Pacific Is.	Hispanic/ Latino	Total Minority	White Non-Hispanic	Decline/ Unknown	Total
U.S. Public Four-Year Fall 1992 (latest available)								
Research universities	2.7	0.2	6.9	2.2	12.0	88.0	--	100.0
Doctoral	3.1	0.8	6.1	2.5	12.5	87.5	--	100.0
Comprehensive	9.1	0.5	5.1	2.6	17.3	82.7	--	100.0
OSSHE, Fall 1996								
EOU	0.0	0.0	1.4	2.7	4.1	93.2	2.7	100.0
OIT	0.0	0.0	0.9	2.7	3.6	96.4	0.0	100.0
OSU	0.4	0.5	6.3	1.8	9.1	90.4	0.5	100.0
PSU	1.8	1.0	4.4	1.0	8.3	75.9	15.8	100.0
SOU	0.0	0.0	6.5	3.8	10.3	87.6	2.2	100.0
UO	1.4	0.6	5.7	3.1	10.8	88.5	0.7	100.0
WOU	0.6	0.6	1.2	1.2	3.7	92.0	4.3	100.0
Total	0.9	0.5	5.1	2.3	8.8	87.7	3.5	100.0

Sources: (1) U.S. Department of Education, Digest of Education Statistics 1996, table 225. (2) OSSHE Institutional Research Services.

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Table 2

Minority Group Full-Time Faculty, 1996-97 Compared to 1990-91 and 1995-96

	1990-91		1995-96		1996-97		Change between 1990-91 and 1996-97	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	Percent
Eastern Oregon University	3	3.8	3	3.7	3	4.1	0	0.0
Oregon Institute of Technology	8	5.5	4	3.7	4	3.6	-4	-50.0
Oregon State University	44	5.2	65	8.4	69	9.1	25	56.8
Portland State University	20	4.9	30	7.3	32	8.3	12	60.0
Southern Oregon University	9	4.7	12	7.2	19	10.3	10	111.1
University of Oregon	51	7.5	62	9.2	76	10.8	25	49.0
Western Oregon University	3	1.9	6	4.0	6	3.7	3	100.0
Total OSSHE	138	5.5	182	7.7	209	8.8	71	51.4

Source: OSSHE Institutional Research Services.
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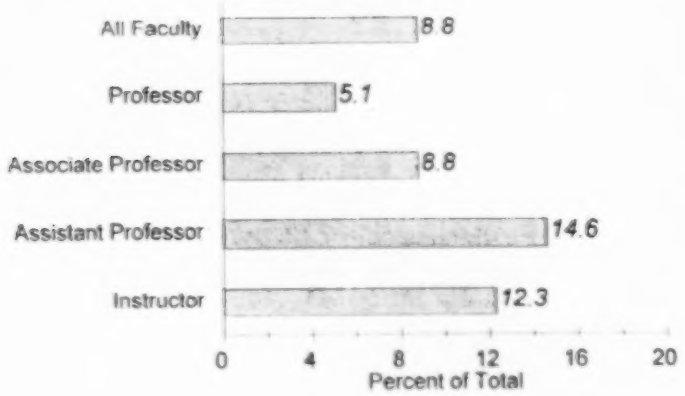
Table 3

Minority Group Full-Time Faculty by Rank, 1996-97: Percent of All Full-Time Faculty in Each Rank

	Professor	Assoc Prof	Asst Prof	Instructor	Total
Eastern Oregon University	4.2	3.4	0.0	25.0	4.1
Oregon Institute of Technology	0.0	9.1	3.3	0.0	3.6
Oregon State University	5.2	7.3	19.8	14.8	9.1
Portland State University	5.6	10.2	11.1	66.7	8.3
Southern Oregon University	4.9	12.3	14.6	11.5	10.3
University of Oregon	5.5	10.4	18.8	13.5	10.8
Western Oregon University	4.3	3.3	5.5	0.0	3.7
Total System	5.1	8.8	14.6	12.3	8.8

Figure 1

Minority Faculty Percent of Total by Rank



Source: OSSHE Institutional Research Services
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Table 4

Minority Group Faculty by Discipline, 1996-97: Percent of All Faculty in Each Discipline

	Ag/Forestry	Education	Gen Arts & Sci	High Market*	Home Econ	Hum/Fine Art
Eastern Oregon University		9.1	2.0			
Oregon Institute of Technology				0.0		0.0
Oregon State University	6.0	5.0		14.8	11.1	11.1
Portland State University		5.4		7.9		6.4
Southern Oregon University		3.8		13.0		15.3
University of Oregon		3.8		12.6		15.7
Western Oregon University		6.8		7.7		3.8
Total System	6.0	5.4	2.0	11.7	11.1	11.6

	Nat Sci/Math	Nur/Allied Hlth	Social Sci	Tech Progs	All Others	TOTAL
Eastern Oregon University						4.1
Oregon Institute of Technology	0.0	7.1		7.3	0.0	3.6
Oregon State University	7.1		12.9		8.0	9.1
Portland State University	9.8		12.9		6.3	8.3
Southern Oregon University	7.9		8.8		0.0	10.3
University of Oregon	10.2		7.1		6.6	10.8
Western Oregon University	0.0		0.0		0.0	3.7
Total System	7.8	7.1	9.0	7.3	6.0	8.8

* High market disciplines include computer science, business, law, veterinary medicine, and engineering.

Source: OSSHE Institutional Research Services
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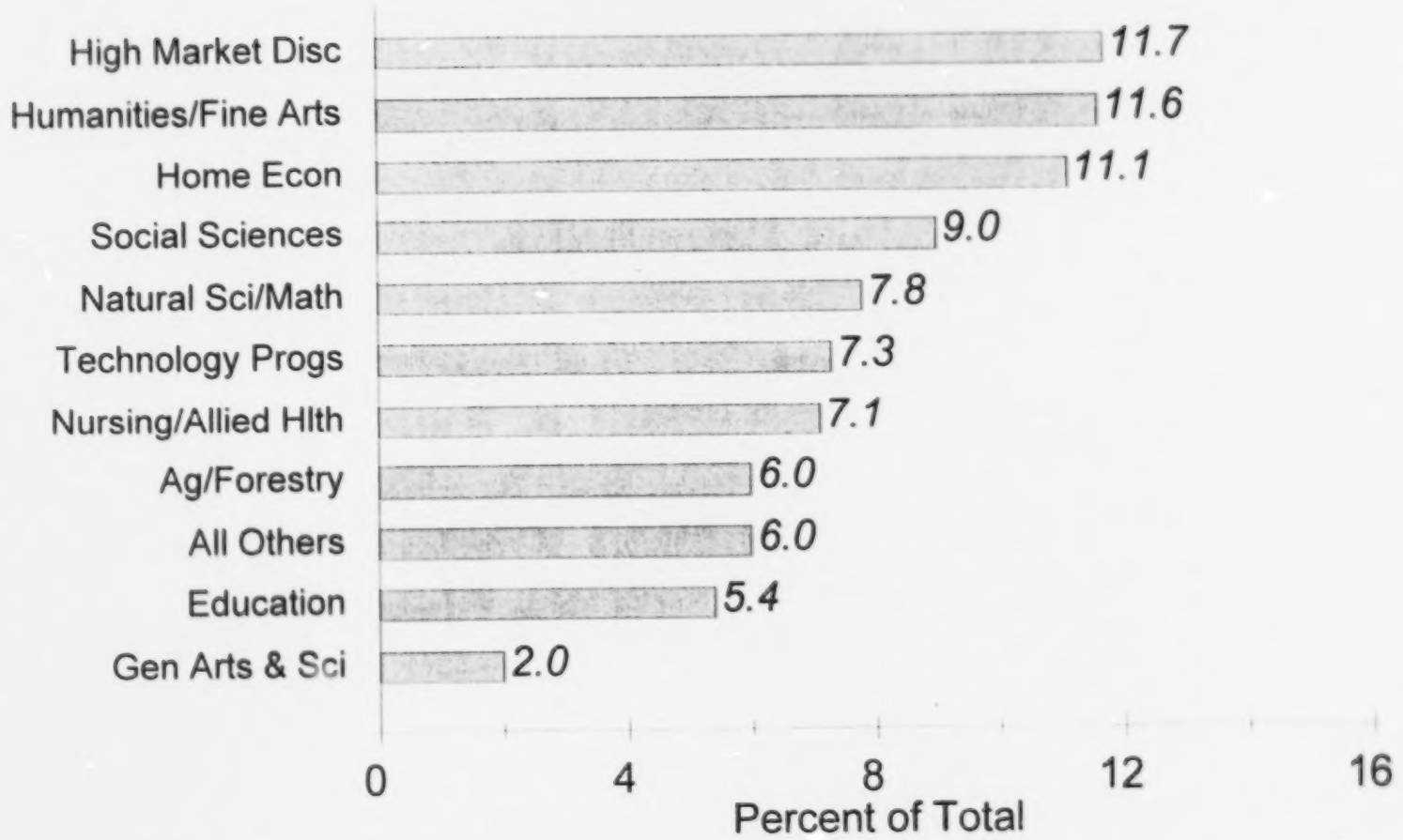
Figure 2

Minority Faculty Percent of Total by Discipline



Appendix 1

1.1 Full-Time Faculty by Ethnicity and Rank, 1996-97
(Percent in each rank within each ethnic group)

1.2 Full-Time Faculty by Ethnicity and Rank, 1996-97
(Percent in each ethnic group within each rank)

Appendix 1.1

Full-Time Faculty by Ethnicity and Rank, 1996-97

(Percent in each rank within each ethnic group)

	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Eastern Oregon University										
African American	0	--	0	--	0	--	0	--	0	--
American Ind /Alaska Nat	0	--	0	--	0	--	0	--	0	--
Asian/Pacific Is	0	0.0	1	100.0	0	0.0	0	0.0	1	100.0
Hispanic/Latino	1	50.0	0	0.0	0	0.0	1	50.0	2	100.0
Total Minority	1	33.3	1	33.3	0	0.0	1	33.3	3	100.0
White Non-Hispanic	23	33.8	27	39.7	15	22.1	3	4.4	68	100.0
Declined/Unknown	0	0.0	1	50.0	1	50.0	0	0.0	2	100.0
Total Institution	24	32.9	29	39.7	16	21.9	4	5.5	73	100.0
Oregon Institute of Technology										
African American	0	--	0	--	0	--	0	--	0	--
American Ind /Alaska Nat	0	--	0	--	0	--	0	--	0	--
Asian/Pacific Is	0	0.0	1	100.0	0	0.0	0	0.0	1	100.0
Hispanic/Latino	0	0.0	2	66.7	1	33.3	0	0.0	3	100.0
Total Minority	0	0.0	3	75.0	1	25.0	0	0.0	4	100.0
White Non-Hispanic	42	39.6	30	28.3	29	27.4	5	4.7	106	100.0
Declined/Unknown	0	--	0	--	0	--	0	--	0	--
Total Institution	42	38.2	33	30.0	30	27.3	5	4.5	110	100.0
Oregon State University										
African American	2	66.7	0	0.0	1	33.3	0	0.0	3	100.0
American Ind /Alaska Nat	2	50.0	1	25.0	1	25.0	0	0.0	4	100.0
Asian/Pacific Is	11	22.9	14	29.2	18	37.5	5	10.4	48	100.0
Hispanic/Latino	2	14.3	3	21.4	6	42.9	3	21.4	14	100.0
Total Minority	17	24.6	18	26.1	26	37.7	8	11.6	69	100.0
White Non-Hispanic	309	45.0	227	33.1	104	15.2	46	6.7	686	100.0
Declined/Unknown	1	25.0	2	50.0	1	25.0	0	0.0	4	100.0
Total Institution	327	43.1	247	32.5	131	17.3	54	7.1	759	100.0

Appendix 1.1

Full-Time Faculty by Ethnicity and Rank, 1996-97

(Percent in each rank within each ethnic group)

	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Portland State University										
African American	3	42.9	2	28.6	2	28.6	0	0.0	7	100.0
American Ind /Alaska Nat	0	0.0	3	75.0	1	25.0	0	0.0	4	100.0
Asian/Pacific Is	9	52.9	4	23.5	3	17.6	1	5.9	17	100.0
Hispanic/Latino	0	0.0	1	25.0	2	50.0	1	25.0	4	100.0
Total Minority	12	37.5	10	31.3	8	25.0	2	6.3	32	100.0
White Non-Hispanic	186	63.5	61	20.8	45	15.4	1	0.3	293	100.0
Declined/Unknown	15	24.6	27	44.3	19	31.1	0	0.0	61	100.0
Total Institution	213	55.2	98	25.4	72	18.7	3	0.8	386	100.0
Southern Oregon University										
African American	0	--	0	--	0	--	0	--	0	--
American Ind /Alaska Nat	0	--	0	--	0	--	0	--	0	--
Asian/Pacific Is	2	16.7	3	25.0	4	33.3	3	25.0	12	100.0
Hispanic/Latino	1	14.3	4	57.1	2	28.6	0	0.0	7	100.0
Total Minority	3	15.8	7	36.8	6	31.6	3	15.8	19	100.0
White Non-Hispanic	58	35.8	49	30.2	33	20.4	22	13.6	162	100.0
Declined/Unknown	0	0.0	1	25.0	2	50.0	1	25.0	4	100.0
Total Institution	61	33.0	57	30.8	41	22.2	26	14.1	185	100.0
University of Oregon										
African American	3	30.0	3	30.0	3	30.0	1	10.0	10	100.0
American Ind /Alaska Nat	0	0.0	1	25.0	3	75.0	0	0.0	4	100.0
Asian/Pacific Is	9	22.5	12	30.0	12	30.0	7	17.5	40	100.0
Hispanic/Latino	2	9.1	6	27.3	10	45.5	4	18.2	22	100.0
Total Minority	14	18.4	22	28.9	28	36.8	12	15.8	76	100.0
White Non-Hispanic	240	38.5	190	30.5	116	18.6	77	12.4	623	100.0
Declined/Unknown	0	0.0	0	0.0	5	100.0	0	0.0	5	100.0
Total Institution	254	36.1	212	30.1	149	21.2	89	12.6	704	100.0

Appendix 1.1

Full-Time Faculty by Ethnicity and Rank, 1996-97

(Percent in each rank within each ethnic group)

	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Western Oregon University										
African American	0	0.0	0	0.0	1	100.0	0	0.0	1	100.0
American Ind /Alaska Nat	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0
Asian/Pacific Is	0	0.0	0	0.0	2	100.0	0	0.0	2	100.0
Hispanic/Latino	1	50.0	1	50.0	0	0.0	0	0.0	2	100.0
Total Minority	2	33.3	1	16.7	3	50.0	0	0.0	6	100.0
White Non-Hispanic	44	29.5	28	18.8	47	31.5	30	20.1	149	100.0
Declined/Unknown	1	14.3	1	14.3	5	71.4	0	0.0	7	100.0
Total Institution	47	29.0	30	18.5	55	34.0	30	18.5	162	100.0
Total OSSHE										
African American	8	38.1	5	23.8	7	33.3	1	4.8	21	100.0
American Ind /Alaska Nat	3	23.1	5	38.5	5	38.5	0	0.0	13	100.0
Asian/Pacific Is	31	25.6	35	28.9	39	32.2	16	13.2	121	100.0
Hispanic/Latino	7	13.0	17	31.5	21	38.9	9	16.7	54	100.0
Total Minority	49	23.4	62	29.7	72	34.4	26	12.4	209	100.0
White Non-Hispanic	902	43.2	612	29.3	389	18.6	184	8.8	2,087	100.0
Declined/Unknown	17	20.5	32	38.6	33	39.8	1	1.2	83	100.0
Total System	968	40.7	706	29.7	494	20.8	211	8.9	2,379	100.0

Source: OSSHE Institutional Research Services, report run 7/18/97 from end-of-October 1996 payroll file (table 11).

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Appendix 1.2

Full-Time Faculty by Ethnicity and Rank, 1996-97

(Percent in each ethnic group within each rank)

	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)
Eastern Oregon University										
African American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
American Ind /Alaska Nat	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Asian/Pacific Is	0	0.0	1	3.4	0	0.0	0	0.0	1	1.4
Hispanic/Latino	1	4.2	0	0.0	0	0.0	1	25.0	2	2.7
Total Minority	1	4.2	1	3.4	0	0.0	1	25.0	3	4.1
White Non-Hispanic	23	95.8	27	93.1	15	93.8	3	75.0	68	93.2
Declined/Unknown	0	0.0	1	3.4	1	6.3	0	0.0	2	2.7
Total Institution	24	100.0	29	100.0	16	100.0	4	100.0	73	100.0
Oregon Institute of Technology										
African American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
American Ind /Alaska Nat	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Asian/Pacific Is	0	0.0	1	3.0	0	0.0	0	0.0	1	0.9
Hispanic/Latino	0	0.0	2	6.1	1	3.3	0	0.0	3	2.7
Total Minority	0	0.0	3	9.1	1	3.3	0	0.0	4	3.6
White Non-Hispanic	42	100.0	30	90.9	29	96.7	5	100.0	106	96.4
Declined/Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total Institution	42	100.0	33	100.0	30	100.0	5	100.0	110	100.0
Oregon State University										
African American	2	0.6	0	0.0	1	0.8	0	0.0	3	0.4
American Ind /Alaska Nat	2	0.6	1	0.4	1	0.8	0	0.0	4	0.5
Asian/Pacific Is	11	3.4	14	5.7	18	13.7	5	9.3	48	6.3
Hispanic/Latino	2	0.6	3	1.2	6	4.6	3	5.6	14	1.8
Total Minority	17	5.2	18	7.3	26	19.8	8	14.8	69	9.1
White Non-Hispanic	309	94.5	227	91.9	104	79.4	46	85.2	686	90.4
Declined/Unknown	1	0.3	2	0.8	1	0.8	0	0.0	4	0.5
Total Institution	327	100.0	247	100.0	131	100.0	54	100.0	759	100.0

Appendix 1.2

Full-Time Faculty by Ethnicity and Rank, 1996-97

(Percent in each ethnic group within each rank)

	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)
Portland State University										
African American	3	1.4	2	2.0	2	2.8	0	0.0	7	1.8
American Ind /Alaska Nat	0	0.0	3	3.1	1	1.4	0	0.0	4	1.0
Asian/Pacific Is	9	4.2	4	4.1	3	4.2	1	33.3	17	4.4
Hispanic/Latino	0	0.0	1	1.0	2	2.8	1	33.3	4	1.0
Total Minority	12	5.6	10	10.2	8	11.1	2	66.7	32	8.3
White Non-Hispanic	186	87.3	61	62.2	45	62.5	1	33.3	293	75.9
Declined/Unknown	15	7.0	27	27.6	19	26.4	0	0.0	61	15.8
Total Institution	213	100.0	98	100.0	72	100.0	3	100.0	386	100.0
Southern Oregon University										
African American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
American Ind /Alaska Nat	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Asian/Pacific Is	2	3.3	3	5.3	4	9.8	3	11.5	12	6.5
Hispanic/Latino	1	1.6	4	7.0	2	4.9	0	0.0	7	3.8
Total Minority	3	4.9	7	12.3	6	14.6	3	11.5	19	10.3
White Non-Hispanic	58	95.1	49	86.0	33	80.5	22	84.6	162	87.6
Declined/Unknown	0	0.0	1	1.8	2	4.9	1	3.8	4	2.2
Total Institution	61	100.0	57	100.0	41	100.0	26	100.0	185	100.0
University of Oregon										
African American	3	1.2	3	1.4	3	2.0	1	1.1	10	1.4
American Ind /Alaska Nat	0	0.0	1	0.5	3	2.0	0	0.0	4	0.6
Asian/Pacific Is	9	3.5	12	5.7	12	8.1	7	7.9	40	5.7
Hispanic/Latino	2	0.8	6	2.8	10	6.7	4	4.5	22	3.1
Total Minority	14	5.5	22	10.4	28	18.8	12	13.5	76	10.8
White Non-Hispanic	240	94.5	190	89.6	116	77.9	77	86.5	623	88.5
Declined/Unknown	0	0.0	0	0.0	5	3.4	0	0.0	5	0.7
Total Institution	254	100.0	212	100.0	149	100.0	89	100.0	704	100.0

Appendix 1.2

Full-Time Faculty by Ethnicity and Rank, 1996-97

(Percent in each ethnic group within each rank)

	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)	Number	Percent (down)
Western Oregon University										
African American	0	0.0	0	0.0	1	1.8	0	0.0	1	0.6
American Ind /Alaska Nat	1	2.1	0	0.0	0	0.0	0	0.0	1	0.6
Asian/Pacific Is	0	0.0	0	0.0	2	3.6	0	0.0	2	1.2
Hispanic/Latino	1	2.1	1	3.3	0	0.0	0	0.0	2	1.2
Total Minority	2	4.3	1	3.3	3	5.5	0	0.0	6	3.7
White Non-Hispanic	44	93.6	28	93.3	47	85.5	30	100.0	149	92.0
Declined/Unknown	1	2.1	1	3.3	5	9.1	0	0.0	7	4.3
Total Institution	47	100.0	30	100.0	55	100.0	30	100.0	162	100.0
Total OSSHE										
African American	8	0.8	5	0.7	7	1.4	1	0.5	21	0.9
American Ind /Alaska Nat	3	0.3	5	0.7	5	1.0	0	0.0	13	0.5
Asian/Pacific Is	31	3.2	35	5.0	39	7.9	16	7.6	121	5.1
Hispanic/Latino	7	0.7	17	2.4	21	4.3	9	4.3	54	2.3
Total Minority	49	5.1	62	8.8	72	14.6	26	12.3	209	8.8
White Non-Hispanic	902	93.2	612	86.7	389	78.7	184	87.2	2,087	87.7
Declined/Unknown	17	1.8	32	4.5	33	6.7	1	0.5	83	3.5
Total System	968	100.0	706	100.0	494	100.0	211	100.0	2,379	100.0

Source: OSSHE Institutional Research Services, report run 7/18/97 from end-of-October 1996 payroll file (table 11).

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Appendix 2

2.1 Full-Time Faculty by Ethnicity and Discipline, 1996-97
(Percent in each discipline within each ethnic group)

2.2 Full-Time Faculty by Ethnicity and Discipline, 1996-97
(Percent in each ethnic group within each discipline)

Appendix 2.1

Full-Time Faculty by Ethnicity and Discipline, 1996-97

(Percent in each discipline within each ethnic group)

	Agriculture/Forestry		Education		Gen. Arts & Sciences		High Market Disc.*		Home Econ.	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Eastern Oregon University										
African American			0	--	0	--				
American Ind /Alaska Nat			0	--	0	--				
Asian/Pacific Is			1	100.0	0	0.0				
Hispanic/Latino			1	50.0	1	50.0				
Total Minority			2	66.7	1	33.3				
White Non-Hispanic			20	29.4	48	70.6				
Declined/Unknown			0	0.0	2	100.0				
Total Institution			22	30.1	51	69.9				
Oregon Institute of Technology										
African American							0	--		
American Ind /Alaska Nat							0	--		
Asian/Pacific Is							0	0.0		
Hispanic/Latino							0	0.0		
Total Minority							0	0.0		
White Non-Hispanic							12	11.3		
Declined/Unknown							0	--		
Total Institution							12	10.9		
Oregon State University										
African American	0	0.0	0	0.0			0	0.0	0	0.0
American Ind /Alaska Nat	0	0.0	0	0.0			2	50.0	0	0.0
Asian/Pacific Is	7	14.6	3	6.3			13	27.1	3	6.3
Hispanic/Latino	3	21.4	0	0.0			3	21.4	0	0.0
Total Minority	10	14.5	3	4.3			18	26.1	3	4.3
White Non-Hispanic	158	23.0	56	8.2			102	14.9	24	3.5
Declined/Unknown	0	0.0	1	25.0			2	50.0	0	0.0
Total Institution	168	22.1	60	7.9			122	16.1	27	3.6

Appendix 2.1

Full-Time Faculty by Ethnicity and Discipline, 1996-97

(Percent in each discipline within each ethnic group)

	Agriculture/Forestry		Education		Gen. Arts & Sciences		High Market Disc.*		Home Econ.	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Portland State University										
African American			0	0.0			1	14.3		
American Ind /Alaska Nat			0	0.0			1	25.0		
Asian/Pacific Is			2	11.8			4	23.5		
Hispanic/Latino			0	0.0			0	0.0		
Total Minority			2	6.3			6	18.8		
White Non-Hispanic			26	8.9			54	18.4		
Declined/Unknown			9	14.8			16	26.2		
Total Institution			37	9.6			76	19.7		
Southern Oregon University										
African American			0	--			0	--		
American Ind /Alaska Nat			0	--			0	--		
Asian/Pacific Is			1	8.3			2	16.7		
Hispanic/Latino			0	0.0			1	14.3		
Total Minority			1	5.3			3	15.8		
White Non-Hispanic			25	15.4			20	12.3		
Declined/Unknown			0	0.0			0	0.0		
Total Institution			26	14.1			23	12.4		
University of Oregon										
African American			0	0.0			5	50.0		
American Ind /Alaska Nat			0	0.0			0	0.0		
Asian/Pacific Is			2	5.0			5	12.5		
Hispanic/Latino			0	0.0			3	13.6		
Total Minority			2	2.6			13	17.1		
White Non-Hispanic			49	7.9			90	14.4		
Declined/Unknown			1	20.0			0	0.0		
Total Institution			52	7.4			103	14.6		

Appendix 2.1

Full-Time Faculty by Ethnicity and Discipline, 1996-97

(Percent in each discipline within each ethnic group)

	Agriculture/Forestry		Education		Gen. Arts & Sciences		High Market Disc.*		Home Econ.	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Western Oregon University										
African American			1	100.0			0	0.0		
American Ind /Alaska Nat			1	100.0			0	0.0		
Asian/Pacific Is			0	0.0			1	50.0		
Hispanic/Latino			1	50.0			0	0.0		
Total Minority			3	50.0			1	16.7		
White Non-Hispanic			39	26.2			10	6.7		
Declined/Unknown			2	28.6			2	28.6		
Total Institution			44	27.2			13	8.0		
Total OSSHE										
African American	0	0.0	1	4.8	0	0.0	6	28.6	0	0.0
American Ind /Alaska Nat	0	0.0	1	7.7	0	0.0	3	23.1	0	0.0
Asian/Pacific Is	7	5.8	9	7.4	0	0.0	25	20.7	3	2.5
Hispanic/Latino	3	5.6	2	3.7	1	1.9	7	13.0	0	0.0
Total Minority	10	4.8	13	6.2	1	0.5	41	19.6	3	1.4
White Non-Hispanic	158	7.6	215	10.3	48	2.3	288	13.8	24	1.1
Declined/Unknown	0	0.0	13	15.7	2	2.4	20	24.1	0	0.0
Total System	168	7.1	241	10.1	51	2.1	349	14.7	27	1.1

* High market disciplines include computer science, business, law, veterinary medicine, and engineering.

Source: OSSHE Institutional Research Services, report run 7/18/97 from end-of-October 1996 payroll file (table 11).
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Appendix 2.1

Full-Time Faculty by Ethnicity and Discipline, 1996-97

(Percent in each discipline within each ethnic group)

	Humanities/Fine Arts		Nat. Sci./Math		Nursing/Allied Hlth		Social Sciences		Technology Progs.	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Eastern Oregon University										
African American										
American Ind /Alaska Nat										
Asian/Pacific Is										
Hispanic/Latino										
Total Minority										
White Non-Hispanic										
Declined/Unknown										
Total Institution										
Oregon Institute of Technology										
African American	0	--	0	--	0	--			0	--
American Ind /Alaska Nat	0	--	0	--	0	--			0	--
Asian/Pacific Is	0	0.0	0	0.0	0	0.0			1	100.0
Hispanic/Latino	0	0.0	0	0.0	1	33.3			2	66.7
Total Minority	0	0.0	0	0.0	1	25.0			3	75.0
White Non-Hispanic	11	10.4	20	18.9	13	12.3			38	35.8
Declined/Unknown	0	--	0	--	0	--			0	--
Total Institution	11	10.0	20	18.2	14	12.7			41	37.3
Oregon State University										
African American	1	33.3	2	66.7			0	0.0		
American Ind /Alaska Nat	0	0.0	1	25.0			1	25.0		
Asian/Pacific Is	7	14.6	8	16.7			6	12.5		
Hispanic/Latino	3	21.4	3	21.4			1	7.1		
Total Minority	11	15.9	14	20.3			8	11.6		
White Non-Hispanic	88	12.8	181	26.4			54	7.9		
Declined/Unknown	0	0.0	1	25.0			0	0.0		
Total Institution	99	13.0	196	25.8			62	8.2		

Appendix 2.1

Full-Time Faculty by Ethnicity and Discipline, 1996-97

(Percent in each discipline within each ethnic group)

	Humanities/Fine Arts		Nat. Sci./Math		Nursing/Allied Hlth		Social Sciences		Technology Progs.	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Portland State University										
African American	1	14.3	0	0.0			4	57.1		
American Ind /Alaska Nat	1	25.0	1	25.0			0	0.0		
Asian/Pacific Is	3	17.6	5	29.4			2	11.8		
Hispanic/Latino	1	25.0	0	0.0			3	75.0		
Total Minority	6	18.8	6	18.8			9	28.1		
White Non-Hispanic	73	24.9	49	16.7			52	17.7		
Declined/Unknown	15	24.6	6	9.8			9	14.8		
Total Institution	94	24.4	61	15.8			70	18.1		
Southern Oregon University										
African American	0	--	0	--			0	--		
American Ind /Alaska Nat	0	--	0	--			0	--		
Asian/Pacific Is	4	33.3	2	16.7			3	25.0		
Hispanic/Latino	5	71.4	1	14.3			0	0.0		
Total Minority	9	47.4	3	15.8			3	15.8		
White Non-Hispanic	50	30.9	34	21.0			28	17.3		
Declined/Unknown	0	0.0	1	25.0			3	75.0		
Total Institution	59	31.9	38	20.5			34	18.4		
University of Oregon										
African American	2	20.0	0	0.0			2	20.0		
American Ind /Alaska Nat	2	50.0	0	0.0			1	25.0		
Asian/Pacific Is	15	37.5	13	32.5			3	7.5		
Hispanic/Latino	14	63.6	1	4.5			3	13.6		
Total Minority	33	43.4	14	18.4			9	11.8		
White Non-Hispanic	174	27.9	123	19.7			116	18.6		
Declined/Unknown	3	60.0	0	0.0			1	20.0		
Total Institution	210	29.8	137	19.5			126	17.9		

Appendix 2.1

Full-Time Faculty by Ethnicity and Discipline, 1996-97

(Percent in each discipline within each ethnic group)

	Humanities/Fine Arts		Nat. Sci./Math		Nursing/Allied Hlth		Social Sciences		Technology Progs.	
	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)	Number	Percent (across)
Western Oregon University										
African American	0	0.0	0	0.0			0	0.0		
American Ind /Alaska Nat	0	0.0	0	0.0			0	0.0		
Asian/Pacific Is	1	50.0	0	0.0			0	0.0		
Hispanic/Latino	1	50.0	0	0.0			0	0.0		
Total Minority	2	33.3	0	0.0			0	0.0		
White Non-Hispanic	49	32.9	21	14.1			29	19.5		
Declined/Unknown	2	28.6	0	0.0			1	14.3		
Total Institution	53	32.7	21	13.0			30	18.5		
Total OSSHE										
African American	4	19.0	2	9.5	0	0.0	6	28.6	0	0.0
American Ind /Alaska Nat	3	23.1	2	15.4	0	0.0	2	15.4	0	0.0
Asian/Pacific Is	30	24.8	28	23.1	0	0.0	14	11.6	1	0.8
Hispanic/Latino	24	44.4	5	9.3	1	1.9	7	13.0	2	3.7
Total Minority	61	29.2	37	17.7	1	0.5	29	13.9	3	1.4
White Non-Hispanic	445	21.3	428	20.5	13	0.6	279	13.4	38	1.8
Declined/Unknown	20	24.1	8	9.6	0	0.0	14	16.9	0	0.0
Total System	526	22.1	473	19.9	14	0.6	322	13.5	41	1.7

Source: OSSHE Institutional Research Services, report run 7/18/97 from end-of-October 1996 payroll file (table 11).

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Appendix 2.2

Full-Time Faculty by Ethnicity and Discipline, 1996-97
(Percent in each ethnic group within each discipline)

	All Others**		Total	
	Number	Percent (down)	Number	Percent (down)
Eastern Oregon University				
African American			0	0.0
American Ind./Alaska Nat.			0	0.0
Asian/Pacific Is.			1	1.4
Hispanic/Latino			2	2.7
Total Minority			3	4.1
White Non-Hispanic			68	93.2
Declined/Unknown			2	2.7
Total Institution			73	100.0
Oregon Institute of Technology				
African American	0	0.0	0	0.0
American Ind./Alaska Nat.	0	0.0	0	0.0
Asian/Pacific Is.	0	0.0	1	0.9
Hispanic/Latino	0	0.0	3	2.7
Total Minority	0	0.0	4	3.6
White Non-Hispanic	12	100.0	106	96.4
Declined/Unknown	0	0.0	0	0.0
Total Institution	12	100.0	110	100.0
Oregon State University				
African American	0	0.0	3	0.4
American Ind./Alaska Nat.	0	0.0	4	0.5
Asian/Pacific Is.	1	4.0	48	6.3
Hispanic/Latino	1	4.0	14	1.8
Total Minority	2	8.0	69	9.1
White Non-Hispanic	23	92.0	686	90.4
Declined/Unknown	0	0.0	4	0.5
Total Institution	25	100.0	759	100.0

Appendix 2.2

Full-Time Faculty by Ethnicity and Discipline, 1996-97
(Percent in each ethnic group within each discipline)

	All Others**		Total	
	Number	Percent (down)	Number	Percent (down)
Portland State University				
African American	1	2.1	7	1.8
American Ind./Alaska Nat.	1	2.1	4	1.0
Asian/Pacific Is.	1	2.1	17	4.4
Hispanic/Latino	0	0.0	4	1.0
Total Minority	3	6.3	32	8.3
White Non-Hispanic	39	81.3	293	75.9
Declined/Unknown	6	12.5	61	15.8
Total Institution	48	100.0	386	100.0
Southern Oregon University				
African American	0	0.0	0	0.0
American Ind./Alaska Nat.	0	0.0	0	0.0
Asian/Pacific Is.	0	0.0	12	6.5
Hispanic/Latino	0	0.0	7	3.8
Total Minority	0	0.0	19	10.3
White Non-Hispanic	5	100.0	162	87.6
Declined/Unknown	0	0.0	4	2.2
Total Institution	5	100.0	185	100.0
University of Oregon				
African American	1	1.3	10	1.4
American Ind./Alaska Nat.	1	1.3	4	0.6
Asian/Pacific Is.	2	2.6	40	5.7
Hispanic/Latino	1	1.3	22	3.1
Total Minority	5	6.6	76	10.8
White Non-Hispanic	71	93.4	623	88.5
Declined/Unknown	0	0.0	5	0.7
Total Institution	76	100.0	704	100.0

Appendix 2.2

Full-Time Faculty by Ethnicity and Discipline, 1996-97
(Percent in each ethnic group within each discipline)

	All Others**		Total	
	Number	Percent (down)	Number	Percent (down)
Western Oregon University				
African American	0	0.0	1	0.6
American Ind./Alaska Nat.	0	0.0	1	0.6
Asian/Pacific Is.	0	0.0	2	1.2
Hispanic/Latino	0	0.0	2	1.2
Total Minority	0	0.0	6	3.7
White Non-Hispanic	1	100.0	149	92.0
Declined/Unknown	0	0.0	7	4.3
Total Institution	1	100.0	162	100.0
Total OSSHE				
African American	2	1.2	21	0.9
American Ind./Alaska Nat.	2	1.2	13	0.5
Asian/Pacific Is.	4	2.4	121	5.1
Hispanic/Latino	2	1.2	54	2.3
Total Minority	10	6.0	209	8.8
White Non-Hispanic	151	90.4	2,087	87.7
Declined/Unknown	6	3.6	83	3.5
Total System	167	100.0	2,379	100.0

** All other disciplines include architecture, journalism, pharmacy, public administration, social work, and other interdisciplinary studies.

Source: OSSHE Institutional Research Services, report run 7/18/97 from end-of-October 1996 payroll file (table 11).
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